

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
SEPTEMBER 14, 1990, IN LISNER HALL
ROOM 603

The meeting was called to order by Vice President French at 2:15 p.m.

Present: Vice President French, Registrar Gaglione, Parliamentarian Steinhardt, Berman, Burdetsky, Burks, Divita, East, Griffith, Gross, Holmes, Infeld, Kahn, Kenny, Kirsch, Moore, Park, Parke, Parrish, Robbins, Robinson, Rycroft, Schiff, Spanogle, Tolchin, Trangsrud, Vontress, Yezer, and Ziolkowski

Absent: President Trachtenberg, Friedenthal, Garris, Giordano, Keimowitz, Leonard and Walker

Vice President French introduced the following people: Ginger Hamilton, new member of the Senate Office staff, Donald Gross, Acting Dean of the School of Engineering and Applied Science, Robert Kenny, Acting Dean of the Graduate School of Arts and Sciences, and Louis H. Katz, the new Vice President and Treasurer.

TRIBUTES IN MEMORIAM

Professor Ziolkowski, on behalf of the Faculty Senate, read a Resolution and Tribute to the Memory of Professor Emeritus John P. Reesing who died July 16, 1990. Professor Robinson, on behalf of the Faculty Senate, read a Resolution and Tribute to the Memory of Professor Astere E. Claeysens, who died July 26, 1990. (These tributes are made a part of these minutes and will be forwarded to the families of Professor Reesing and Professor Claeysens, respectively.)

APPROVAL OF MINUTES

The minutes of the regular meeting of May 4, 1990, were approved as distributed.

RESOLUTIONSRESOLUTION 90/5, "A RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN TO CHANGE THE FREQUENCY OF STATED MEETINGS OF THE FACULTY ASSEMBLY"

On behalf of the Executive Committee, Professor Griffith, Chair, moved the adoption of Resolution 90/5, and the motion was seconded. In discussions of the Executive Committee, Professor Griffith said that the question was raised whether or not the two mandatory Faculty Assembly meetings, one in each semester of the academic year as required by the Faculty Organization Plan, were utilizing faculty time in the most effective way. Because of the sparse attendance at these meetings, which have become pro forma, the Executive Committee concluded that one stated meeting each academic year would suffice in view of the provisions for calling additional special meetings as needed. Such additional meetings could be restructured in formats that might prove to be more interesting and perhaps more widely-attended. Professors Kahn and Robinson spoke against the resolution because they thought it would send a poor message to the faculty if the Assembly were to move to one mandatory meeting per year. The question was called, and Resolution 90/5 was adopted. (Resolution 90/5 is attached.)

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

REPORT ON THE FACULTY ASSISTANCE PROGRAM BY DR. LEE SMITH, COORDINATOR

Dr. Smith presented a report on the Faculty Assistance Program which is a confidential counseling program for all GW faculty and employees. Since its inception three years ago, she said that the program has been heavily utilized. The kind of referrals made are self-referrals and supervisory referrals. An important element of this program is its consulting program for people in supervisory positions who may be considering making a referral to the program. Dr. Smith stressed the program's confidentiality in that any information given to her is not shared with anyone else, except with the written consent of the person who came to see her.

Vice President French thanked Dr. Smith for her report, and pointed out that she was available to departments to explain the program if they so desired.

REPORT ON AFFIRMATIVE ACTION RECRUITING BY ANNIE B. WOOLDRIDGE,
ASSISTANT VICE PRESIDENT FOR FACULTY PERSONNEL

Assistant Vice President Wooldridge reported on the status of recruitment of minorities and women as requested by the Faculty Senate last year. Pending completion of a written report to be completed in November, she presented orally data on the distribution of men, women and minority faculty in full-time and contractual status for the years 1980, 1985, and 1990, noting that the figures for 1990 were still somewhat incomplete at this point. Included in this data was a breakdown of the growth rate of minority and women faculty in these categories. She said that although the numbers of women and minorities were increasing, they continued to be small compared to majority males, and they continue to be clustered in junior ranks and in "revolving door" positions. Assistant Vice President Wooldridge said that in terms of making any headway in the future in the recruitment of minorities and women, a more comprehensive approach to recruitment needed to be taken which must include faculty. In this regard she said that the President has appointed a committee composed mainly of faculty to provide advice and recommendations on how the University can better position itself as far as recruitment of minorities and women was concerned. She then responded to questions. (Data referred to in this report are attached.)

GENERAL BUSINESS

I. NOMINATION FOR ELECTION TO SENATE STANDING COMMITTEES

Professor Griffith moved the following nominations: Valerie L. Epps, Director, Multicultural Student Services Center, to the University and Urban Affairs Committee; J. Matthew Gaglione, Registrar, to the Educational and Admissions Policy Committee; and Professor Miriam V. Dow, to the Appointment, Salary and Promotion Policies Committee. The nominations were approved.

II. NOMINATION FOR ELECTION TO THE DISPUTE RESOLUTION COMMITTEE

Professor Griffith moved the nomination of James Chandler, Professor of Law, to the Dispute Resolution Committee for a two-year term, as a replacement for Professor Nash, who resigned. The nomination was approved. (A list of members of the Dispute Resolution Committee is attached as an addendum.)

III. REPORT OF THE EXECUTIVE COMMITTEE

On behalf of the Executive Committee, Professor Griffith reported on the following items:

(1) Luize E. Zubrow, Professor of Law, has been appointed by the Executive Committee to the Panel of Hearing Officers. (A list of the Panel is attached.)

(2) In response to a request from the Office of Campus Life during the summer, the Executive Committee approved, on behalf of the Faculty Senate, co-sponsorship of a reception on Parents' Day, October 13, 1990, at 4:00 p.m.

(3) Responses by the President to resolutions adopted by the Faculty Senate during the 1989-90 Session were submitted to the Executive Committee during the summer and were distributed with the agenda for this meeting.

(4) Activities of the Executive Committee over the summer months included the following:

(a) A review of the recommendation of the Committee on Administrative Matters as They Affect the Faculty that the language of the Faculty Code not be changed to permit the naming of members of the student body and alumni as full members of Search Committees for Deans. The Executive Committee has asked the Administrative Matters Committee to consider whether or not further improvement in the search processes for deans might be made by adopting, in collaboration with the Vice President for Academic Affairs, a set of agreed-upon guidelines for instructing such search committees.

(b) The Committee held hearings in two nonconcurrences which were resolved without the necessity of forwarding the actions to the Board of Trustees.

(c) The Committee met frequently to discuss whether improvements in the function and structure of the Faculty Senate could be made. As one result, the Committee prepared a set of guidelines for chairs of Senate Standing Committees to assist them in organizing and maintaining the business and records of the committees, together with a request that each Committee prepare for review by the Executive Committee a statement of the mission of the Committee to determine, among other things, if there was any overlapping of jurisdictions. Under consideration by the Executive Committee is a proposal for a Special Committee to be elected by the Senate to conduct a self-study with particular focus on communication between the Senate and faculty to see if that process might be improved.

Professor Griffith, on behalf of the Executive Committee, then read the following statement:

The Executive Committee wishes to report that a settlement has been reached in some litigation which followed upon a lengthy sequence of grievance hearings in the Faculty Senate's Dispute Resolution process. In June of 1984 the Board of Trustees declined to accept a recommendation of a Hearing Committee, unanimously affirmed by the Appeals Panel, that as a remedy for what the Hearing Committee found to be a substantial violation of his rights, Associate Professor Nicholas Kyriakopolous should be promoted to full professor. The Board remanded the case to the Department of Electrical Engineering and Computer Science for rehearing on the merits. After that rehearing, the Department again declined to recommend promotion and Dr. Kyriakopolous initiated a civil action. The terms of the settlement remain confidential, except that Dr. Kyriakopolous has been promoted, effective retroactively to the beginning of the 1980 academic year.

Amendment
10/12/90

In concluding his report, Professor Griffith noted that the next meeting of the Executive Committee will be held September 28th to set the agenda for the October 12th Senate meeting and he invited communications from any chairs who have business to bring before the Senate.

BRIEF STATEMENTS

Professor Kirsch complimented the Registrar for an exemplary and easy registration this year.

Professor Moore called attention to the memorandum recently sent to all members of the University community from the University Marshal seeking nominees for honorary degrees. She said that the Honors and Academic Convocations Committee will be meeting October 4th and asked that nominations be sent to the University Marshal or to her.

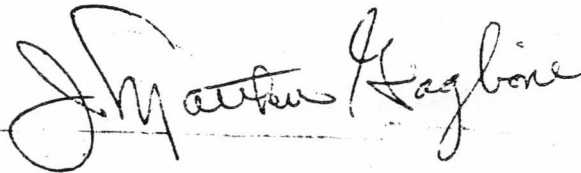
Vice President French reported that the Council of Deans has been working to develop a generic set of procedures for implementation of the Conflict-of-Interest Policy adopted by the Senate last January. The deans have agreed upon these procedures, and copies of the Senate resolution with its statement of policy, together with the proposed draft set of procedures, have been sent

to the deans with the request that they submit these documents to their faculties for review and approval, reporting back by January, 1991, which was the time stated in the resolution.

With respect to the resolution on part-time faculty, Vice President French reported that, with President Trachtenberg's agreement, the Council on Deans has now formed a subcommittee to address the entire range of issues related to the role of adjuncts in the life of a university, including the question of compensation.

ADJOURNMENT

Upon motion made and seconded, Vice President French adjourned the meeting at 3:19 p.m.

A handwritten signature in dark ink, reading "J. Matthew Gaglione". The signature is fluid and cursive, with the first name "J. Matthew" and the last name "Gaglione" clearly distinguishable.

J. Matthew Gaglione
Registrar

A TRIBUTE TO THE MEMORY OF PROFESSOR REESING

I ask you to pause for a moment to join me in honoring the memory of Professor Emeritus John Palmer Reesing, Jr., who passed away on July 16, 1990, just two months shy of his seventieth birthday. Professor Reesing joined the faculty of the GW English Department in 1946, after completing his B.A. at Baylor and his M.A. at Tulane. He subsequently received the Ph.D. from Harvard in 1954. Both a versatile teacher and an example to his colleagues as a scholar, he rose to the rank of professor in 1962, and in the next year began two extended terms as chairman of the English Department. He was also a member of the original Faculty Senate in 1960-61 and served on the Senate for an additional thirteen years. At various times he was chairman of the Committees on University Objectives, Professional Ethics and Academic Freedom, and the Library. His colleagues in this body honored him with a tribute on the occasion of his retirement in 1987.

He was the author of several scholarly articles and a major work entitled Milton's Poetic Art (1968). The book is a model of graceful style and judicious interpretation, "a book on Milton for other Miltonists" (as one of his colleagues put it). His contributions to his department and to the University, as a teacher and active participant in many academic functions, were exemplary. Many of us remember well the contagious enthusiasm he always showed when discussing a scholarly or academic subject dear to his heart, such as the importance of a humanistic education. And many will miss his civility and gentleness that were nevertheless effective in achieving results without the need of raising his voice or haranguing. These are qualities appreciated especially by those who witnessed the emotional times of the 1960s and 1970s when he served as chairman of his department. It is no secret now that on one of his Annual Reports of that era his dean commented that John Reesing was "probably the most energetic, conscientious, and broadly competent chairman we have in the College." Alongside his dedication to service, Professor Reesing combined a high respect for polished style and decorum with a gift for humorous understatement. In a word, he exemplified that mixture of compassion and refinement called in ancient times humanitas.

BE IT RESOLVED, Mr. Chairman, that these remarks be included in the Minutes of this Senate meeting and a copy be sent to Professor Reesing's family.

John E. Ziolkowski
Professor of Classics

September 14, 1990

A RESOLUTION AND TRIBUTE TO THE
MEMORY OF ASTERE E. CLAEYSSENS

With sorrow, affection, and fond remembrance, The George Washington University records the death, on July 26, 1990, of Astere E. Claeysens, Professor of English.

Professor Claeysens epitomized the multifaceted individual, both professionally and personally. A native of Waukegan, Illinois, his first career was that of soldier, when he enlisted in the army at the age of sixteen. From 1943 to 1945 he fought in Europe. He was awarded the Bronze Star twice as well as the Silver Star and the Purple Heart. At the end of World War II he enrolled at the University of Illinois. His studies focused upon civil engineering, architecture, and, ultimately, literature. He received his B.A. in English from the University of Illinois in 1948 and his M.A. from Columbia University in 1952. Although he was already involved in many intellectual, creative, and civic projects, his greatest interest was in teaching.

From 1949 to 1955 he was on the faculty of Carnegie-Mellon University, teaching English literature, philosophy, and creative writing, both as separate courses and as a single, multidisciplinary course. From 1956 to 1959 and from 1962 to 1964 he taught courses at Monmouth College spanning the entire range of English and American literature, while designing and implementing a program in creative writing. Also on the faculty of Hunter University during part of this period, he introduced two interdisciplinary courses in literature and fine arts.

Professor Claeysen's broad interests in teaching and methodology met with further success at George Washington University. He joined the faculty in 1965 teaching courses in American literature, English literature, composition and creative writing. From 1977 until 1984 he was director of the writing program. He designed courses in the Aesthetics of the Cinema and The Creative Process. The latter served as a model for similar courses at nine other universities.

He was a dynamic, intellectually challenging lecturer, and by all accounts, a teacher, par excellence. He was beloved by generations of students with whom he remained consistently attuned. Among the many recognitions of his pedagogical talents was Professor Claeysen's selection in 1971 as a finalist for the Danforth award for the outstanding university teacher.

His commitment to students found effective expression in a variety of activities. He was inevitably sought out as a speaker on numerous topics, for leadership conferences and for model lectures. The Marvin Center Governing and Program Boards and many other student-oriented committees benefited from his tireless service. As noted by the Faculty Senate in 1989, for twenty consecutive years he "served selflessly and with distinction as Editor-in-Chief of the GW Forum and as a member of the Editorial Board." In these capacities and as faculty advisor to campus arts publications, he was insuring the continuation of activities essential to the intellectual life of the University.

Professor Claeysens served his colleagues with similar dedication and enthusiasm. He was a member of many College committees and for twelve years, a member of various Faculty Senate Committees. He chaired the Public Ceremonies Committee for five years and the Joint Committee of Faculty and Students for one year. He was a member of the Faculty Senate for eight years, bringing wisdom and gentle humor to its deliberations.

He published a text on the musical theater, book and theater reviews, and cultural and political articles. He was the producer, writer, and sole performer of an Emmy Award television program on English, American and Continental literature. While in Pennsylvania and New Jersey, he was the host of radio and television cultural affairs shows and a frequent commentator on similar Washington programs. Throughout his career he was active in the theater as playwright, director, and organizer of theatrical companies and events including the American College Theater Festival. Under three administrations, he was a member of the White House Conferences on Education and the Arts.

Civic concerns led Professor Claeysens to many other activities, including national politics. He was a delegate to two National Democratic Conventions, President of the Pennsylvania State Volunteers for Adlai Stevenson, President of the Pennsylvania Chapter of Americans for Democratic Action, and speech writer for both presidential campaigns of Hubert Humphrey.

The caring personality so familiar to his friends at George Washington found sustained expression through his role in the National Council for the Aging. As an originator and member of its National Advisory Council, he worked to establish national programs for senior citizens. Locally, among his many contributions to the community, he organized and conducted weekend classes at his home on writing skills for four hundred inner-city residents.

A multi-talented person, Clay was an exceptional civic leader, artist, teacher, and colleague. In all facets of his profession and activities, his contributions were always impressive, at times dazzling. But to his many friends at George Washington, he also epitomized an exceptional human spirit of kindness and generosity, of humility and unyielding optimism.

BE IT RESOLVED, Mr. Chairman, that these remarks be incorporated in the minutes of the Senate, and a copy sent to Professor Claeysen's beloved family.

Lilien F. Robinson
Professor of Art
Member of the Senate

September 14, 1990

A RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN TO CHANGE THE
FREQUENCY OF STATED MEETINGS OF THE FACULTY ASSEMBLY (90/5)

WHEREAS, the Faculty Organization Plan, Art. II, Sec. 3 (a) currently requires that the Faculty Assembly meet at least once each semester of the academic year; and

WHEREAS, there may be at times insufficient business to require a meeting every semester and one stated meeting each academic year may suffice, in view of the readily available provisions for calling special meetings as needed; NOW THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

That the Faculty Assembly be requested to amend the Faculty Organization Plan (1987) as follows:

In Art. II, Sec. 3 (a), first sentence, strike "each semester of," so as to read:

"(a) A regular meeting of the Assembly shall be held at least once during the academic year."

Executive Committee of the Faculty Senate
August 31, 1990

Adopted, September 14, 1990

Report on Affirmative Action Recruiting by Annie B. Wooldridge,
Assistant Vice President for Faculty Personnel

Faculty Senate Meeting - September 14, 1990

COMMENTS

- NUMBERS INCLUDE VISITING FACULTY
- NUMBERS DO NOT INCLUDE ADMINISTRATORS WITH FACULTY RANK
- NUMBERS DO NOT INCLUDE AFFILIATED FACULTY
- MINORITY TOTALS INCLUDE MEN AND WOMEN - COMBINED
- AY 1990-91 NUMBERS ARE AS OF 8/21/90
- REGULAR NON-TENURE-TRACK FACULTY ARE THOSE FACULTY
HOLDING MULTI-YEAR NON-TENURE-TRACK APPOINTMENTS
- AY 1990-91 NUMBERS ARE EARLY ESTIMATES. UPDATED
AY 1990-91 DATA WILL BE PROVIDED IN THE WRITTEN
VERSION OF THIS REPORT

THE GEORGE WASHINGTON UNIVERSITY

9/14/90

YEAR	TOTAL	MEN	WOMEN	MINORITY	BLACK	ASIAN	HISPANIC

FULL-TIME FACULTY

1980	751	615	136	53	7	38	8
1985	846	673	173	61	13	39	9
1990	965	717	248	100	22	61	17

PERCENT OF TOTAL

1980	100%	81.9	18.1	7.1	0.9	5.1	1.1
1985	100%	79.6	20.4	7.2	1.5	4.6	1.1
1990	100%	74.3	25.7	10.4	2.3	6.3	1.8

CONTRACTUAL STATUS

TENURED FACULTY

1980	461	398	63	28	2	21	5
1985	542	463	79	36	5	26	5
1990	559	468	91	41	5	27	9

NON-TENURED TENURE-TRACK

1980	210	159	51	17	4	12	1
1985	152	113	39	11	2	7	2
1990	157	111	46	27	5	18	4

REGULAR NON-TENURE-TRACK

1980	58	41	17	6	1	3	2
1985	120	73	47	14	6	6	2
1990	206	107	99	28	10	14	4

VISITING FACULTY

1980	22	17	5	2	0	2	0
1985	32	24	8	0	0	0	0
1990	43	31	12	4	2	2	0

FULL-TIME FACULTY BY RANK

PROFESSORS

1980	338	306	32	21	2	16	3
1985	387	350	37	26	2	20	4
1990	429	376	53	29	3	20	6

ASSOCIATE PROFESSORS

1980	207	168	39	15	3	11	1
1985	258	198	60	12	3	8	1
1990	245	182	63	16	2	12	2

ASSISTANT PROFESSORS

1980	199	138	61	17	2	11	4
1985	176	113	63	21	6	11	4
1990	263	145	118	37	8	23	6

INSTRUCTORS

1980	7	3	4	0	0	0	0
1985	25	12	13	2	2	0	0
1990	28	14	14	5	2	3	0

-- GROWTH RATE OF FULL-TIME FACULTY

- 13% increase in full-time faculty between 1980-85
- 14% increase in full-time faculty between 1985-90
- 28% increase in full-time faculty between 1980-90

-- GROWTH RATE OF MINORITY & WOMEN FACULTY

Although we have experienced some increases and/or decreases from year to year, the numbers of women and minorities have increased as a percentage of full-time faculty.

Within the category of minority faculty:

- 15% increase in minority faculty between 1980-85
- 64% increase in minority faculty between 1985-90
- 89% increase in minority faculty between 1980-90

Within the category of women faculty:

- 27% increase in women faculty between 1980-85
- 43% increase in women faculty between 1985-90
- 82% increase in women faculty between 1980-90

-- CONTRACTUAL STATUS

The number of tenured faculty increased by only 3% over the last five years. Within the category of tenured faculty:

- women faculty increased by 15%
- minority faculty increased by 14%

The number of tenure track faculty also increased by 3% over the last five years. Within the category of tenure track faculty:

- women faculty increased by 18%
- minority faculty increased by 145%

The largest rate of growth in the last ten years in faculty positions was in regular non-tenure-track slots - which went from 58 to 206 or a 259% increase.

Of these 206 positions, 59% or 99 went to women faculty.

-- FACULTY BY RANK

Between 1980-90 the number of Full Professors increased by 27%.
Within that category:

- positions held by women increased by 67%
- positions held by minorities increased by 38%

Between 1980-90 the number of faculty holding the rank of Associate Professors increased by 18%, women and minorities increased by 6% each. Interestingly:

- Between 1980-85
 - Associate professors increased by 24%
 - women in the category increased by 54%
 - minorities in the category dropped by -20%
- Between 1985-90
 - Associate professors decreased by -13%
 - women in the category increased by 5%
 - minorities in the category increased by 33%

The largest rate of growth was seen in the ranks of Assistant Professors who between 1980-90 increased by 32% -- and between 1985-90 increased by 49%

	10 years	5 years
- women	93%	87%
- minorities	118%	76%

CONCLUSIONS

- Although the numbers of women and minorities are increasing, they continue to be small compared to majority males.
- We are doing better in the recruitment and retention of women faculty than we are with minorities.
- Women and minorities continue to be clustered in junior ranks and in "revolving door" positions.

DISPUTE RESOLUTION COMMITTEE

Professor Harold P. Green, Chairman

Listed in accordance with terms of service:

A. May 1988 to May 1, 1991

Marie M. Cassidy, Prof. of Physiology
Harold P. Green, Prof. of Law
Rita K. Ives, Prof. of Special Education
Joan R. Regnell, Assoc. Prof. of Speech
George Stambuk, Prof. of International Affairs

B. May 1989 to May 1, 1992

James Chandler, Prof. of Law
Thomas F. Courtless, Prof. of Law and Sociology
Donald C. Linkowski, Prof. of Coun. & Res. Prof. of Psych. & Beh. Sci.
Cynthia J. McSwain, Assoc. Prof. of Public Administration
Jan M. Orenstein, Assoc. Prof. of Pathology

C. May 1990 to May 1, 1993

Mary Ann B. Coffland, Assoc. Prof. of Romance Languages
John Lobuts, Jr., Prof. of Management Science
Murray H. Loew, Prof. of Engineering
Donald C. Paup, Prof. of HKLS
Seymour Perlin, Prof. of Psych. and Behavioral Sciences

September 14, 1990

NOTE: Professor Chandler replaced Professor Nash, who resigned,
for a two-year term as of September 14, 1990.

ADDENDUM to the Faculty Senate Minutes, September 14, 1990

PANEL OF HEARING OFFICERS
(July 1, 1990 to July 1, 1992)

Stephen R. Chitwood, Professor of Public Administration

Kurt J. Darr, Professor of Health Services
Administration

Anita K. Head, Professor of Law; Librarian of the Law
Library

James E. Kee, Associate Professor of Public
Administration

Luize E. Zubrow, Professor of Law

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

The Faculty Senate

September 4, 1990

The Faculty Senate will meet on Friday, September 14, 1990,
at 2:10 p.m. in Lisner Hall 603.

AGENDA

1. Call to order
2. In memoriam Professor John P. Reesing (by Professor John E. Ziolkowski) and Professor Astere E. Claeysens (by Professor Lilien F. Robinson)
3. Approval of the minutes of the regular meeting of May 4, 1990
4. Resolutions:

A RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN TO CHANGE THE FREQUENCY OF STATED MEETINGS OF THE FACULTY ASSEMBLY (90/5); Professor William B. Griffith, Chair, Executive Committee of the Faculty Senate (Resolution 90/5 is attached)

5. Introduction of Resolutions
6. Report on the Faculty Assistance Program by Dr. Lee Smith, Coordinator
7. Report on Affirmative Action Recruiting by Annie B. Wooldridge, Assistant Vice President for Faculty Personnel
8. General Business:

- (a) Nominations for election to the following Senate Committees: Valerie L. Epps, Director, Multicultural Student Services Center, to the University and Urban Affairs Committee; J. Matthew Gaglione, Registrar, to the Educational and Admissions Policy Committee; and Professor Miriam V. Dow to the Appointment, Salary and Promotion Policies Committee
- (b) Nomination for election of a replacement for Professor Nash to the Dispute Resolution Committee for a two-year term
- (c) Report of the Executive Committee: Professor William B. Griffith, Chair

- (d) Annual Reports (1989-90 Session): Libraries Committee, Professional Ethics and Academic Freedom Committee, University and Urban Affairs Committee, and Remarks by the Administration to the Resolutions adopted by the Faculty Senate during the 1989-90 Session (Annual Reports and Remarks are attached)

8. Brief Statements

9. Adjournment

A handwritten signature in cursive script, reading "J. Matthew Gaglione". The signature is written in dark ink and is positioned above the printed name and title.

J. Matthew Gaglione
Registrar

A RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN TO CHANGE THE
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Executive Committee of the Faculty Senate
August 31, 1990

Annual Report
Faculty Senate Committee on Libraries
May 1990

The Faculty Senate Committee on Libraries met on 3 November 1989, 2 March 1990, and 20 April 1990. The following issues were dealt with by the committee:

1. Questions involving the University's participation in the Washington Research Library Consortium occupied a good deal of the committee's time. The committee considered a series of queries generated by the WRLC Faculty Advisory Committee, many of which related to specific concerns of George Washington University libraries.
2. Integration of information resources is increasing currently on the campus because the Burns Law Library collection will be available on ISN as of 10 May 1990. The Himmelfarb Medical Library database is already available on ISN through Gelman.
3. The Gelman Library staff informed the committee in a helpful report about the extent and character of the longterm damage to the collection from the period during which monograph purchases were suspended.
4. The committee voted itself in support of the Gelman Library's recall of books on 18 May for recoding as Gelman recodes its entire collection on NOTIS.

For the committee,


Ormond Seavey, Chair
Professor of English

Committee Members:

Michael Hitchcock, Art
Hugo Junghenn, Mathematics
Emmet Kennedy, History
James King, Germanic Languages
Michael King, Chemistry
Cynthia McSwain, Public Administration
Philip Reeves, Health Services
Administration
Pilar Saenz, Romance Languages

Ex Officio:

Shelley Bader,
Himmelfarb Library
Edward Caress, Associate
Dean, GSAS
Roberta Schaeffer, Burns
Law Library
Sharon Rogers,
University Librarian
& Assistant Vice
President for Academic
Affairs
Roderick French, Vice
President for Academic
Affairs

The George Washington University
Interdepartmental Memorandum

Annual Report
1989-1990

Committee on Professional Ethics and Academic Freedom

The Faculty Senate Committee on Professional Ethics and Academic Freedom met six times during the academic year.

1. The committee discussed and reported to the Faculty Senate a "Policy on Conflict of Interest." That policy was discussed through the vehicle of Senate Resolution 89/6 by the Senate at its meetings of December 15, 1989 and January 19, 1990. The resolution was adopted by the Senate on January 19, 1990.
2. The committee discussed the Report of the Special Committee on Consolidation of SPIA. The committee decided to take no further action regarding the report.
3. The committee discussed a Statement on Classroom Climate that had been passed by the University of Maryland Senate. While the committee endorsed the sentiments expressed in the Maryland statement our conclusion was 1) that current language in the Faculty Code, in effect, already requires faculty to maintain an atmosphere of open, equitable, and fair participation, and 2) that Senate Resolution 89/10 already placed the Faculty Senate on record firmly in support of a continuing commitment against bigotry and intolerance. Thus, no further action was recommended.
4. The committee considered a complaint forwarded to the Executive Committee by Dr. Frederick W. Wolff. The committee's charge in this matter was to consider the "general" issues raised in the complaint raised by Dr. Wolff. We concluded as follows.
 - 1) That the incident raised by Dr. Wolff had the potential to represent a case of conflict of interest of the sort outlined in the policy endorsed by the Faculty Senate in resolution 89/6.
 - 2) That Dr. Wolff could avail himself of additional procedural remedies not yet exhausted within the governing structure of the medical school.
 - 3) That the matter ought to be referred to the Medical Center Committee on Ethics and Academic Freedom.
 - 4) And, given the ongoing importance of such issues to the concerns of the Committee on Professional Ethics and Academic Freedom, the committee requests that it be informed of whatever action (or nonaction) that committee might take.

The following matter was pending before the committee at the conclusion of the year:

5. The Executive Committee has asked the committee to consider certain aspects of the Policy on Misconduct in Science. In particular the Executive Committee has asked the committee to consider whether it is possible for an investigating committee appointed by the Vice President for Academic Affairs, and the University to make "findings", "redress the consequence of the misconduct", and "impose appropriate sanctions" in accordance with the Faculty Code.

Senate Committee on Professional Ethics and Academic Freedom
May 23, 1990

Members:

Christopher J. Deering, Political Science, Chair
Victor H. Cohn, Pharmacology
Thomas F. Courtless, Sociology
Kurt J. Darr, Health Services Administration
Joseph L. Gastwirth, Statistics
Charles M. Gilmore, SEAS
Dennis H. Holmes, Educational Leadership
Robert W. Holstrom, Psychology
Paula R. Kaiser, (Emeritus), Anesthesiology
John A. Morgan, Jr., Political Science
Howard C. Pierpont, (Emeritus), Surgery
David E. Silber, Psychology
Roger H. Transgrud, Law
Harry E. Yeide, Religion

ex officio:

Ben Burdetsky, SGBA
Jack H. Friedenthal, National Law Center
Susan Kaplan, Assistant to the President
Robert W. Kenny, CCAS

Committee on University and Urban Affairs
Final Report, 1989-90 Academic Year

The Committee defined its objective as promoting the application of the expertise of the GW faculty and staff to the solutions of problems within the greater Washington D.C. area. In keeping with this objective we worked on two projects during the year.

The committee worked with the Office for Community Services (co-directed by Honey Nashman and Carol Hoare) to develop and distribute a questionnaire on faculty and staff interests and expertise. Over a hundred faculty responses were collected and used to begin a data bank to allow the Office to effectively match up requests from the community with appropriate GW resources.

Our second endeavor did not reach conclusion. The Committee developed a proposal to establish a University Visiting Fellow in Washington Area Studies position in order to promote creative application of the professional expertise of GW faculty in applied research projects. The proposal went to the Executive Committee twice, each time being returned with some very helpful comments. As a result of some of these comments, the committee must now decide whether the Faculty Senate is an appropriate route for this proposal.

For 1990-91

The Office for Community Services will need to be able to continue the effort in finding volunteers within the GW community. The Committee's 1989-90 efforts were not successful in reaching staff volunteers. One item for the Committee to consider is whether we should continue to be involved in the development of the data base, and, if so, how we can best serve in this role.

The comments on the University Visiting Fellow in Washington Area Studies proposal must be reviewed and a decision made on whether to bring the proposal before the Faculty Senate.

1989-90 Committee members:

Graff, Lois, Management Science, Chair

Henig, Jeffrey, Political Science

Keiser, John, Pathology

Lingo, Jane T., University Relations

Nashman, Honey W., HKLS

Perry, James H., Business Administration

Tropea, Joseph L., Sociology

ex officio:

Diehl, Charles E., Vice President and Treasurer

Kaplan, Susan, Asst to the President

Worth, Michael J., Vice President for Development and University Relations

RESOLUTIONS 1989-90 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
89/1	9/15/89	A Resolution of Appreciation for Professor A. E. Claeysens	Adopted, 9/15/89	The following represent "Remarks by the Administration" 6/1/90: Received
89/2	10/13/89	A Resolution to Establish an Incentive for Voluntary Early Faculty Retirement	Adopted, as amended, 10/13/89	The administration is in the process of exploring models to accommodate requests for early retirement from individual faculty members
89/3	10/13/89	A Resolution to Establish a Special Committee on Northern Virginia Planning	Adopted, as amended, 10/13/89	Was superseded by Resolution 89/12
89/4	11/10/89	A Resolution to Amend Resolution 88/6 (To Establish English Language Requirements for Admission of International Students)	Adopted, 11/10/89	Accepted by administration and implemented by the Council of Deans
89/5	11/10/89	A Resolution to Establish a Special Committee on Utilization of Regular, Active-Status, Non-Tenure-Accruing Appointments	Adopted, as amended, 11/10/89	Committee has been constituted and is meeting
89/6	12/15/89	A Resolution to Endorse A University Policy on Conflict of Interest (Substitute)	Postponed, 12/15/89 to 1/19/90 adopted, as amended, 1/19/90	The administration accepts this and will move to implement
89/7	12/15/89	A Resolution Calling for an Incentive-Based Hierarchy of Priorities in the Allocation of Resources to Research	Adopted, as amended, 12/15/89	This task is now on the agenda of the new Advisory Council on Research

RESOLUTIONS 1989-90 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
89/8	12/15/89	A Resolution in Support of the Need for Teaching Load Reductions to Ensure the Growth of Sponsored Research at The George Washington University (Substitute) (Second substitute)	Recommitted, 12/15/89, deferred, 4/13/90 to 5/4/90 Adopted, as amended 5/4/90	("Remarks by Administration" cont'd) At my request, Professors Garriss and Coates are starting to work on this during the summer
89/9	12/15/89	A Resolution Concerning the Faculty's Role in Decision-Making in the Area of Research	Postponed, 12/15/89, to 1/19/90, adopted, as amended, 1/19/90	The Chair of the Senate Committee on Research is an <u>ex officio</u> member of the Advisory Council on Research; this should institutionalize consultation and, thus, resolve your concern
89/10	12/15/90	A Resolution for Renewal of Commitment Against Bigotry and Intolerance	Adopted, 12/15/89	Received
89/11	3/9/90	A Resolution Concerning Part-Time Faculty Salaries	Adopted, as amended, 3/9/90	This matter is under study; see Vice President French's discussion of the problem in the presentation to this year's Budget Advisory Team
89/12	4/13/90	A Resolution to Create a Senate Special Committee on the Northern, Virginia Campus (Substitute)	Adopted, as amended 4/13/90	Received; the administration is pleased to have a standing committee to work with on this project
89/13	4/13/90	A Resolution on Recruitment and Appointment Reporting	Adopted, 4/13/90	Accepted by the administration; report to be presented in the fall
89/14	4/13/90	A Resolution to Recommend Renaming the Faculty Senate Committee on University Development and Resources	Adopted, as amended, 4/13/90	Received

RESOLUTIONS 1989-90 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
89/15	4/13/90	A Resolution to Protect the Present Educational Benefits of Current Faculty and Staff Employees	Adopted, 4/13/90	("Remarks by Administration" cont'd) Accepted by the administration
89/16	4/13/90	A Resolution Concerning Faculty Support for the Tuition Waiver Educational Benefits	Adopted, 4/13/90	Received
89/17	4/13/90	A Resolution Concerning Faculty Opposition to Graduated Dependents' Tuition Waiver Benefits for Future Faculty and Staff	— Adopted, 4/13/90	The administration demurs
89/18	4/13/90	A Resolution of Commendation for the Fringe Benefits Committee and an Offer of Greater Faculty Assistance in the Committee's Work	Adopted, 4/13/90.	Received